

THE EDICT

INT ALUMNI NEWSLETTER
VOL 11: ISSUE 11 DECEMBER, 2020



EDITORIAL

It is finally the end of the year, and The Institute for National Transformation (INT) would like to wish you a Merry Christmas and a happy New Year. In this issue you will find words from both the chairman and the secretary of class 27. You can also access the latest webinar on the castle facebook page (Centre For Advanced Strategic Leadership-CASTLE); the details are on the last page of this edition.

We would love to hear from you. Kindly send your contributions to the January, 2021 newsletter. Articles will be assessed on rolling basis, and should be 500- 1500 words in length, including spaces. The deadline for submission of articles for the January, 2021 newsletter is Tuesday, 29th December, 2020. Your feedback and suggestions are highly appreciated.

Please send all your submissions to intuganda@gmail.com. Title of Email: Newsletter Article Submission.

Raymond D. Muwanguzi
INT/ Communications Coordinator



PETER BUSINGE

MANAGING DIRECTOR - ORYX ENERGIES

CHAIRMAN CLASS 27

My journey to INT began when during one of the married's fellowships to which I am a member, one of the fellowship members, Henry Massa Makuma, a now good friend to my wife and I suggested I join INT and sought my permission to be nominated.

I eagerly agreed knowing the caliber of person Henry is.

Joining INT, I realized the diversity that dwelt both within the students and the facilitators alike. The main click for me was the Tippu Tippu session that showed how African had they themselves been the source of their own problems and only we Africans would rise to the challenge to liberate our continent. That was the moment I knew I was in the right place.

The mode of delivery being once a month meant that the institute had understood the challenges of the corporate student. I was however challenged by the size of books that we had to cover vis-à-vis the amount of time we needed to cover the books.

At one point, I felt like dropping out owing to the three sets of audits that were going on at my workplace i.e. external, internal and ISO audits. But being the descendant of Kabalega one of the few Kings to resist the British, I committed to stay the course. Also not to mention that I could not imagine the shame I would have to endure each time I met Henry during the fellowship and having to come up with excuse after excuse of how I failed him and let him down as he would have proposed a more serious student.

Along the way I have made acquaintance with various brilliant minds which excites me because as the bible says, "as iron sharpens iron, so shall one man sharpen the other", I could feel that was in the right place.

My most memorable moment for me during the INT course were the morning

meetings we used to have under my chosen sphere of Education where we had a member who was not comfortable with the early meeting time of 7am every Wednesday. On one particular day she set her alarm to 7pm instead of 7am and she only realized this during the day as we discussed matters on the group chat that she had missed the session.

The key lessons I have learnt from INT are among others that there is no end to improving one's knowledge and ability as long as they are open to learn.

Another key lesson for me was how Africa is always on the backfoot compared to the rest of the world and it was my individual duty to play my part no matter how small because those small actions compounded to get create the ripple effect just like the Butterfly Effect where a flap of a butterfly's wings on one part of the world can cause a Tornado on the other part of the world.

I am thankful to all the facilitators and the INT coordinators for the heart and soul they put into making this course happen amidst all the COVID-19 challenges of this year.

I would definitely propose this course, the HMT, to all my friends and colleagues because of the mind transforming process it takes one through.

Aluta continua!



DR. CONNIE NSHEMEREIRWE

**INDEPENDENT SCIENCE AND POLICY
FACILITATOR**

SECRETARY CLASS 27

About 5 years ago my brother-in-law attended what he called a super intense leadership programme, where he had to read and critique a pile of books, and attend intense weekend-long lectures and debates, and thought that I would be a perfect candidate for this programme.

Maybe a year later a very well respected and close friend of mine also told me he had attended this course years prior, and that it was one of the moments he credits with being the clear minded and focused individual that he is now. And then two years ago my two closest girlfriends also did the course and raved about it, so earlier this year, as a result of being grounded by COVID-19, and hearing they were going to offer an online version I decided to go along and check it out.

The Oakseed Leadership Programme is a six-month long “Executive Leadership” course that is delivered over one full weekend each month for a total of 6 modules. In between these weekends, participants are required to read and write a 10-20 page critique of at least one book, sometimes two, and also work with a small group of fellow participants to conceive, design, and deliver a group leadership project within the six-month period that the course runs. In addition to this, participants are required to develop an individual leadership project that they should implement within 6 months of the completion of the course.

4 months in and I must say that it has more than lived up to the hype, and has been an immensely thought provoking and challenging experience so far. Apart from high quality lectures and the lively debates that we have during the online class weekends, engaging with all the study material has been greatly eye-opening.

The learning and engagement are organised around a number of spheres, which then guide our thinking around where we could take action as leaders. These include the spheres of Family, Governance, Media, Economy, and Education. My own chosen sphere was Education, and along with 5 other participants we have by now designed and are delivering a mini-leadership course of our own that is aimed at helping secondary school teachers discover their leadership potential. This is recognition of the fact that teachers have such a profound impact on their students, and with the widespread breakdown of family and society, teachers may be the last chance a child has to be set on the right road.

Beyond exploring the different areas where we might contribute to societal change, we have also been exposed to various leadership processes and principles, such as the value of mentorship and delegation, how to take the long view in all our thinking about addressing present challenges, what it takes to be a transformational leader, and about conflict management and creating strong value-based systems. All of these explorations, in addition, are underpinned by robust biblical principles, which as a non-religious person was a worry for me at first, but in the end made perfect and incontrovertible sense.

Finally, attending this course has been one big journey of growth and self-reflection for me as an individual. This has come about through the excellent readings, videos, and open discussions with the facilitators and fellow participants, but also through clarifying a personal vision as I wrote the proposal for an individual change project. In the process I have also gained invaluable skills such as speed reading (because the reading is intense!), how to write a book critique (which I had actually never attempted before), and I even improved my proposal writing skills.

All in all, this 6-month programme has been worth every minute and every shilling that I spent on it, and I am glad I finally heeded the advice of my friends and family and took it. It is definitely one of the blessings that I can count in the midst of this disruptive and destabilizing pandemic!

COVID-19: OPPORTUNITY TO THRIVE

Topic: Vision 2040

Special Guest

Dr. Pamela Mbabazi

Executive Chair,
National Planning Authority of
the Government of the Republic
of Uganda



Panelist

Dr. Asumani Guloba

Director,
National Planning Authority of
the Government of the
Republic of Uganda



CASTLE Presenter

Mr. Fred G. Kyaka

East Africa Social Enterprise Lead,
Population Services International



Panelist

Dr. Monica Musenero

Senior Presidential Advisor,
Epidemics



Moderator

Dr. James Magara

Chairman,
Centre for Advanced Strategic
Leadership (CASTLE)



Panelist

Dr. Augustus Nuwagaba

Managing Consultant,
REEV Consult International



WEBINAR

<https://bit.ly/CASTLEUG-VISION2040>

SATURDAY

12th Dec, 2020 | 9 a.m. - 12 p.m.

HOSTED BY:

CASTLE (Centre for Advanced Strategic
Leadership)

LIVE ON FACEBOOK:

@CastleOrgUg

#CastleWebinar #ThriveVision2040